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ABSTRACT

Based on the view that participative management is essential for high-quality child care program functioning, this book for child care administrators presents participative management as a philosophy and as a set of behaviors defining interactions with people. The book provides opportunities to explore management techniques involving others in critical decisions affecting their job satisfaction and professional fulfillment. The chapters are: (1) "Introduction," including exercises to assess one's own situation related to decision making; (2) "What Is Participative Management and Why Is It Important?" (3) "The First Step: Looking Within"; (4) "A Framework for Shared Decision Making"; (5) "The Decision-Making Process"; (6) "Participative Management: Getting Started"; (7) "Case Studies: Collaboration in Action"; (8) "Strategies That Encourage Participation"; (9) "Avoiding the Pitfalls of Collaboration"; and (10) "A Final Word," delineating the positives and negatives of participative management and the importance of distinguishing collaboration from congeniality. Three appendices contain a questionnaire on decision-making influence and a scoring key, and a blueprint for decision-making for a child development center. (Contains 28 sources for further reading.) (KB)

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